

LUX\* Resorts & Hotels is a hotel group with properties in Mauritius, the Maldives, China and Reunion Island. At LUX\* Resorts our Team Members are from all different nationalities, orientation, gender, religion and ethnicities.

LUX\* Resorts & Hotels acknowledges and respects the principles contained in the Universal Declaration of Human Rights. The LUX\* Resorts & Hotels Human Rights Policy reflects the commitment to conduct its business with these principles and to protect human rights within the company's sphere of influence. LUX\* Resorts & Hotels demonstrates global leadership in responsible workplace practices, and endeavours to conduct its business operations in a manner that is free from any complicity of human rights abuses. The commitment to the United Nations Global Compact and compliance to the Global Reporting Initiative are further evidence to this commitment.

Our Human Rights standards are built on international sources of law and are in line with the LUX\* Resorts & Hotels Code of Ethics and our Beliefs which are:

1. Consideration for People
2. Serving with Passion
3. Insistence on Integrity
4. Responsibility of Leadership
5. Entertaining with Creativity

#### **HUMAN RIGHTS PRINCIPLES**

The LUX\* Resorts & Hotels Group has adopted a series of Human Rights principles across all of its businesses

##### **a) FREEDOM OF ASSOCIATION**

LUX\* Resorts & Hotels in compliance with the Employment Relations Act 2008 (updated in 2013) and the principles contained within the Global Reporting Initiative Guidelines' endeavours wherever necessary to facilitate open and free dialogue between all levels of staff and management. Through the Team Member Committee, all Team Members are able to freely and openly discuss any and all concerns with a view to creating a happy and contented workforce.

##### **b) NO FORCED OR COMPULSORY LABOUR**

True to our Code of Ethics, Values & Beliefs; LUX\* Resorts & Hotels has adopted human resource practices that do not support any kind of forced, bonded or compulsory labour. This would include any type of underage employment and illegal overtime that is either unpaid or without mutual consent. All employment is mutually agreed between Employer and Employee. On being employed by the group, Team Members shall be informed of their employment conditions in a written and understandable format with respect to the conditions of employment.

**c) PROTECTION OF INDIGENOUS RIGHTS**

In the countries in which LUX\* Resorts & Hotels has operations, where there exist groups of indigenous people and a sensitive history of human rights abuses; LUX\* Resorts & Hotels respects the rights, history and cultural inheritance of all Team Members and the communities in which it operates. LUX\* Resorts & Hotels endeavours to associate with suppliers and vendors who respect the same.

**d) EQUAL OPPORTUNITY EMPLOYMENT**

The LUX\* Resorts & Hotels Policy on Equal Opportunity refers.

LUX\* Resorts & Hotels will take the following steps to implement the Policy as follows:

- The Policy is a priority for the organisation and the Chief Human Resource Officer will be responsible for the day-to-day operation of the Policy.
- The Policy will be communicated to all Team Members of LUX\* Resorts & Hotels and will be posted on the organisation's website for information to all Team Members and job applicants.
- All Team Members will be trained on the policy; on their rights and responsibilities under the Policy and how the Policy will affect the way they carry out their duties and also what constitutes acceptable and unacceptable conduct in the organisation.
- Managers and Team Members in key decision making areas will be trained on the negative effects that certain practices can have on employees and the importance of being able to justify decisions and to apply them.
- Complaints on any and all human rights abuses or infringements of the Policy in the course of employment will be fully investigated and appropriate disciplinary actions will be taken whenever deemed necessary.
- Requirements, conditions, provisions and practices will be regularly reviewed and revised with a view to eliminating any form of human rights abuses or infringements at work.

This policy has been endorsed by the Chief Executive Officer of LUX\* Resorts & Hotels and has the full support of the Management and Board of Directors.

All Team members are responsible for familiarising themselves with this policy. Managers must also ensure that their Team Members know about and follow the Policy.

